

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

December

2008



**Support Picket for UPCE at the Downtown Post Office
November 21, 2008**

From the EDITOR:

This issue of the InsideOut is the December and January edition and the final one for 2008. We are going to press at the same time as UPCE completes their first week of legal Strike. The Sisters and Brothers who are out there walking the picket line deserve our support. There are a number of photos from the picket lines at both the EMPP and the downtown office.

Congratulations to the successful candidates for the Executive: Brother Mike Painchaud as the Health and Safety Officer, and Sister Laure Lucyk as the Chief Shop Steward Bulk Mails. The position of Organizing Officer is now vacant, as that position was held by Brother Painchaud. The term goes until April 2010, and the position will be elected at the February General Meeting. You must be at the meeting to vote and there will be no mail in balloting done.

The general meeting in November voted to keep the current election system and rejected the balloting at the workplace, proposed by Sister Bev Ray. That is disappointing, as in my view the election process that we are following is not 'equal'. If you work in Camrose, for example, you get your ballot in the workplace. If you work in Edmonton, you have to drive/travel to the voting location. Maybe we all need mail in ballots.

A number of members have asked about Sister Deborah Bourque and what she is doing now that she is no longer the National President of our Union. Sister Bourque is now working for the Hospital Employees Union in Vancouver BC. It was my pleasure to be able to attend a dinner in Deborah's honor in November while in Ottawa and the photo below was taken that evening. Sister Bourque is pictured with Sister Jamie Kass, the CUPW Child Care Co-ordinator. A number of Sisters from various Unions gathered to share stories and show how much we appreciated Deborah's many contributions to the Union Movement over the years.



Solidarity, Sister
Karen Kennedy,
Editor



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Opinions expressed are those of the writer and not necessarily the official views of the Local.

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Submissions are welcome for "InsideOut". Please include your name and phone number. Requests for anonymity will be considered.

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PRESIDENT'S MESSAGE

Discipline on the Rise

Discipline seems to be the answer from the employers perspective when dealing with our members and shop stewards. 24hour notices are being handed out like candies on Halloween night. We have seen the employer handing out suspensions to letter carriers for not delivering a couple of householders on a given day because they were not delivered as per the employers one- third system. Despite the fact that the system has not been divided into equal portions and that letter carriers have three days to deliver householders.

The employer is serving emergency suspensions for inside workers for refusing to be section crossed on a continuous basis. One member was served an emergency suspension for asking a supervisor if "they knew what the hell they were doing" a statement the member doesn't remember saying.

The Union has been complaining about the staffing levels in some sections for months on end and with the employer deleting 33 full-time positions within the plant we can see the employer being more aggressive in using section crossing. Constantly moving you to another section does not respect your seniority. The employer must also provide you with the training for that section along with the proper equipment.

As for our shop stewards, we have seen the employer hand out from a one day suspension for a comment made by our shop steward at Depot 4 on the employers process as "That's Stupid" to a five-day suspension to EMPP shop steward for talking with his hands and being vocal when dealing with members concerns. The employer has been claiming that this type of behavior is both disrespectful and aggressive yet when a supervisor or manager yells at the members to do one thing or another they are not considered as aggressive or disrespectful. These are just a couple of examples of the employers plan to gain control of the work floor and discourage the members from being involved in the union. I can honestly say that this type of response by the employer only encourages the members to be less trustful of the employer.

This type of heavy-handed discipline on our members is outrageous and uncalled for. This only adds to the frustration and stress already being felt when dealing with the constant changes the employer has been introducing. We have to stand together against these attacks by the employer.

Solidarity
Brian Henderson



From the Grievance Department

We held two Saturday morning meetings at the union office for temporary workers in the past month, one for inside temps on the EMPP list and the other for externals on the C&D list. Although both meetings were well advertised, the external meeting was especially well-attended, perhaps because external temps face such challenges as new employees. Junior employees get the toughest assignments and if the support from management is not there, the experience is daunting. We need to see meaningful support and assistance for new carriers, so that they don't get injured or discouraged and resign. Resignations from carriers are increasing this time of year - and forced overtime is just around the corner, an unacceptable situation.

The union continues to pressure the employer to help new workers and treat all workers with respect. More and more, our members are writing down their experiences of improper treatment and submitting grievances and/or human rights complaints under Article 56. We have union reps who are trained in human rights investigating. Any member who submits a human rights complaint under article 56 has the right to have union representation throughout the process if requested, and should do so.

Temps with under 480 hours of work are on probation, and the employer is assessing your suitability to the job. Keep track of all hours worked, including training and overtime hours, which are included in the 480 hour probationary period.

Temps need to apply in writing to obtain permanent positions on the CUPW-UPO Application Request Form. Only apply for

positions you actually want and if you change your mind, immediately submit a new application form to over-ride the previous one. Obtain a signature from management when you submit your form and keep your copy. This is your proof that you did apply and your reminder of what you actually applied for.

Temps are appointed to the permanent positions they applied for by seniority. In Edmonton, this is from a combined list of the temp EMPP and C&D lists. There are currently 206 workers on the EMPP temp list and 92 on the C&D list. Not all temps want permanent positions, but most do. Best advice: apply only for those positions you really want, because if you are the senior applicant, the position is automatically yours.

In order to retain your employment as a temp, you must demonstrate reasonable availability for assignments in a designated six month period (see article 44.11). This means if you turn down too many assignments, the employer may try to remove you from the list. Problems of any sort? Talk with a steward or call the union office.

Solidarity, Carol Read
Grievance Officer
Edmonton Local



Health and Safety Officer



Before I start my article I would like to take this opportunity to thank all the people who supported me in my election for Health and Safety Officer. It has been a long road and I am glad that it has come to an end so that we can get on with the work of the local that needs to be done. I especially would like to thank all of the people who endorsed me and campaigned hard for me. I promise to do my best not to let you down and to show that you made the right choice.

We are coming into the winter season where mail is heavy, workplaces congested, weather will be unbearable and managers only care about band aid health and safety issues. It really irritates me that we have a CEO that speaks about the importance of H & S yet seeks **not** to fix the real problems. In the past couple of weeks I have been to Local Joint H & S Committee meetings where management shows little commitment to solve workplace safety issues. They constantly want to blame it on the workers. Maybe this speaks to the fact that many of them don't even know how to run a proper Local Joint Health and Safety meeting. I am quite surprised at how little they know. Didn't they take the same training we did?

As I write this supervisors are going around depots checking the shoes of letter carriers to see if they are satisfactory enough. **To who's standards?** I had a call from a carrier who is insulted that they are treating our members like children.

Our members know when they need new footwear and they know that it doesn't matter if your footwear is new or used, it still won't help us on ice. This is why the Corporation provides us with cleats. Pretty soon plant supervisors will be checking our members' shoes as they are getting out of their vehicles to walk inside. We also had a member sent home to get pants because she was wearing shorts in +5 Celsius. WHAT? Are you kidding?

For carriers, the main H&S issue is our walks. If the CPC is really interested in fixing our H&S concerns then maybe they should fix our walks that are missing an unreasonable amount of values. Time and time again the Union has told management "FIX OUR WALKS". Do they listen? No, instead they tell us to buy new shoes and deliver your flyers in a third. Hey Moya, thanks for nothing.

The same types of issues are happening in the EMPP as well. Supervisors are ignoring the decisions agreed to by the Local Joint Health and Safety committee. What does this demonstrate to the workers when their supervisors violate H&S agreements?

Management thinks that we have a complacent attitude around H&S. Well guess what "**attitude reflects leadership**". Management doesn't care about our issues. They only want to fix H&S when it costs little to no money. That mindset will never work.

This is a time when we as workers need to stand together to fight management's ridiculous agendas. It is only going to get worse and they are counting on the fact that we will just take it. If you see supervisors attacking our members please stand up for them, please witness the injustices and please don't be intimidated by them, this is what they want.

Solidarity,
Mike Painchaud

Letter Carrier Winter Survival Guide

Last winter Carriers were faced with several problems that made the usual tough job of a Letter Carrier in the winter far worse. There will be forceback and there will be days when the late dispatch does not get there on time. The union has been fighting this for several years but even with a best case scenario it will happen occasionally. On top of that, the one-third-a-day householder SNAFU has not been tested at minus 30. Here are my tips to help us all get through the winter without serious injury or a nervous breakdown:

Be Prepared for the Worst.

Fluctuating mail volumes and forceback means that some days overtime may be required. The employer loves it when carriers cannot work overtime because they have to pick up children from school or drive a partner to work. You won't work overtime and it won't cost them a thing.

Walk at a Safe Pace. You will hit the ground harder if you are going flat out than if you are walking at a reasonable pace. Cleats help but they can not always be trusted and they are not a substitute for clean sidewalks. If a customer does not clear their walks in a timely manner report it to the supervisor.

Know if the Relay Bags are Held Back Before You Leave the Office. Standing waiting for a relay in extreme temperatures is dangerous. If you are unable to get your relays ready for the normal departure time, tell your supervisor. They are supposed to announce any

delay as soon as possible. Relay drivers should leave at the announced departure time. That way you will know what time to expect the driver to get to the first box.

Always Keep Track of Your Overtime. There have been reports of supervisors deciding not to pay carriers for overtime. This is a violation of the collective agreement.

List the Reasons for Overtime. This is your chance to complain about everything that held you up and did not allow you to do your job without

delay. If the managers see it often enough on 15.08 request forms that late priorities was the reason for overtime, they may finally do something about it. The supervisor does not get to tell you what you should put down. Householders are a reason for overtime, delivering your own relays because the

supervisor could not be bothered to find someone else to deliver them is a reason for overtime (no carriers in Canada have a time value to deliver their own relays).

Motorized Routes. When it is very cold out make sure your vehicle will start well in advance of your departure time. Take the time to be sure the windows are defrosted and clear of snow before you move the vehicle. Backing a vehicle or driving when you cannot see clearly is dangerous.

Brian Blair
Chief Steward Stations and Depots



The Voice of the Secretary -Treasurer...

Mervin Yoder It is with great sadness that I report on the passing of an RSMC from the Barrhead office, Brother Merv Yoder, on November 12th, 2008. We always saw Merv at our RSMC shop steward meetings and we will really miss him. Our deepest sympathies to the family, including Sister Sylvia Yoder, RSMC in Barrhead Post Office. Brother Henderson and myself attended the memorial service on behalf of the Local.

Pocket Calendars 2009 The Pocket Calendars are expected before Christmas. We will get them out to you as soon as we get them in.

Children's Christmas Party Cancelled The Edmonton Local Children's Christmas Party will not be happening this year. We have concerns about the quality of the toys and how they are made, including ensuring that they have not been made with Child Labour. We tried another type of party in the past (going to recreation centre) but it was not popular. Perhaps the new Social Committee will be able to find another solution for us. So look for something next year, in 2009.

Annual Audit The new auditors are almost finished with the report to be presented at the General Meeting in December.

In Solidarity, **Sister Sue Wilson**



Sue Wilson, Laure Lucyk, Carol Read and Elaine Hauer on UPCE Support Picket



Depot 11 Shop Stewards Leah Baker, Joe Capeluppo and Randy Kennedy with Retiring Marlene Borys on her last day.



Ramon Antipan made the Union presentation to Peggy Zloklikovits, retiring from the EMPP .



UPCE STRIKE PICKET LINE



US blockade against Cuba rejected by overwhelming majority.

One hundred and eighty five UN member nations have for the 17th consecutive year voted in favor of Cuban Resolution condemning the US blockade, 3 against (USA, Israel and Palau) and 2 abstentions (Marshall Islands and Micronesia).

In his speech prior to the UN General Assembly vote, Felipe Pérez Roque stated that there is no aspect in Cuba's economic and social life exempt from the negative impact of the US blockade, revealed in the vast report of the UN Secretary General on this topic with the contribution of 118 countries and 22 Organizations and International Agencies.

THE STRUGGLE CONTINUES.....

Health and Safety should not be JUST WORDS

The “DD” training, negotiated in the 2003 contract is finally underway here in Edmonton. The training is long overdue but finally CPC is getting to it. I hope the workers will take all the tools they learn in the class and use them on the work floor. Things like not pushing monos by hand, not to rush, do not overtax your body, use the equipment provided, lifting properly, stretching your muscles when you feel the need, insisting on proper and adequate training on mechanized equipment , to name a few.

Remember you can't be disciplined for working safely or for refusing to violate health and safety rules of your facility. So take the time to do it the safe and right way. It could save you from a lot of future pain and suffering. Injuries just don't affect your work life but your home and family life as well.

Make your Health and Safety your priority in the workplace because supervisors certainly aren't. Work Smart!Work Safe!

Lorraine MacKenzie , EMPP

Co-chair Joint Health and Safety Committee

UPCE Strike Information (courtesy of PSAC-UPCE Strike Bulletin, Nov.20, 2008)

UPCE is a component of the Public Service Alliance of Canada (PSAC) and represents about 2,400 employees of Canada Post Corporation. They are the smallest bargaining unit at Canada Post and members are predominately female. The work they do is clerical, administrative, technical and professional. (pay clerks, benefits, pension line, etc)

(This is the same group that has been fighting for 25 years for justice in their pay equity complaint against Canada Post. Canada Post has fought them every step of the way and the dispute is now going to the Supreme Court of Canada!)

The legal strike began on November 17th and is the 3rd strike in 7 years by this bargaining unit. This is a strike against concessions to their sick leave plan. The membership voted almost 90% in favour of strike action to save their sick leave program.

The main issue preventing an agreement is the employer's attempt to impose a new short-term disability management scheme to replace current sick leave entitlements.

Canada Post has offered a wage increase of 2.5% per year for the first two years and 2.75% for the last two years of a 4-year contract. But the strike is about more than money. The Short-Term Disability plan would hand over the control and policing of members health to Manulife and Employment Insurance (EI). In place of the current plan, Canada Post wants 7 days personal leave to cover both casual sick leave and family related leave, removal of the sick leave credits ,and sick leave in access of the 7 days per year to be provided by EI.

YOU CAN HELP: write to Honourable John Baird, Minister responsible for Canada Post, Contact your MP and express your concerns, and Join the Picket Line in Support .

THE STRUGGLE CONTINUES.....

AFL Human Rights Conference 2009

Moving Forward: Challenges and Opportunities for a Diverse Workplace and Community

Feb.27th and 28th, 2009

One Day Workshop

Hosted by the Alberta Federation of Labour Equity Committees

- Human Rights and International Solidarity Committee
- Workers of Colour and Aboriginal Workers Committee
- Gay, Lesbian, Bisexual and Transgendered Committee

Looking at a combination of issues facing today's workers:

- Racism
- Temporary Foreign Workers
- Aboriginal Issues
- Pride and Solidarity

CUPW delegates to be elected at the February General Membership Meeting

CUPW Edmonton Local:

Pension Course

Saturday, **December 13**, 2008

9:00am to 4:00pm

Union Office
11001-107 Street
Edmonton Alberta

**Please register by calling
780-423-9000 by Dec.7th**

Spouses are welcome.

This course will review the retirement process, the information that you need to make the decision to retire, post retirement benefits, how to give your notice, how to access the pension website, how to maximize your rights under the collective agreement, etc.

Questions are welcome!

CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING

Sunday, **December 7th, 2008**

Commonwealth Stadium
Green and Gold Room
noon to 2:00pm

Agenda

Auditors Report

Notices of Motion:

Moved by Jean Endruschat: I would like to move that the Local by-laws committee review the wording of Article 7.13.3 to allow for a member of another bargaining group, in a fulltime officer position, to have benefits accumulated be renumerated accordingly in line with the urban ops CUPW agreement and the National Constitution and then report back to the membership at the December 2008, GMM with all benefits to be retroactive to April 1, 2008.

Rationale

Our new Secretary-Treasurer's benefits are still guided by the RSMC contract which seems to undermine the union's policy on fair and equal wages and benefits for all members.

Moved by Larry Dionne: That the Edmonton Local change the make-up of positions on the Executive committee.

Whereas: the work of the Executive committee members is ever increasing and the duties of the Recording Secretary have very little responsibilities and this position was to be an entry level position on the Executive which as no mechanism in place to ensure this happens and hasn't been happening

Whereas: With a new route measurement system for RSMCs and the system in place for MSCs and letter carriers it is imperative we have a route measurement officer.

Be it Resolved: that the position of the Recording Secretary be eliminated and replaced with a Route Measurement officer. Duties of the Recording Secretary either are split between Secretary-Treasurer and Editor\Sargent of Arms or be added to one or the other as decided by the Executive committee. The duties of the new Route measurement officer would be decided by the Executive committee on the recommendations by the Local Route measurement committee.

Elections:

1. InsideOut Committee..at least 4 members (2 years)
2. Education Committee...5 members (2 years)
3. Alternate member for AFL Health and Safety (to May 09)
4. Alternate member for AFL W.O.C.A.W. (to May 09)
5. Alternate member for AFL Women's (to May 09)
6. 1 member for local Women's committee (to Sept 09)
7. 1 member for local Human Rights committee
8. 1 member for local Organizing committee
9. 4 members for weekly Union Counsellor course, Jan to April 09

Report from the General Membership Meeting, November 2, 2008

Report of the Election Committee:

365 votes cast

For Full time Health and Safety Officer:

Larry Dionne...177

Mike Painchaud...186

For Chief Shop Steward Bulk Mails:

Ramon Antipan...176

Laure Lucyk...185

Sister Lucyk and Brother Painchaud were sworn in at the end of the meeting.

Election Committee Cost Estimate:

The election committee provided a written estimate stating the current costs of our election process as \$2795.10. The estimate provided for a roving-poll (voting at the workplace) was either \$24,601.80 for 3 stations or \$29,235.40 for 4 stations, based on rental of an RV and lost wages of \$16,000 or \$20,000.

The Bev Ray motion for Balloting at the Workplace was defeated. The vote was 21 to 16, but two thirds (24 votes) was not achieved.

The Carol Read motion for Preferential Ballots was carried. In future, members will cast their vote in the local elections by marking their order of preference for the candidates on the ballot. The idea behind the motion was to eliminate the need for 'run-off' balloting.

The Larry Dionne motion to change the recording secretary position on the executive to a route measurement officer, was tabled to the next meeting (December) .



Wray Hoffer, member of the election committee, at the Pre-Vote, October 29, Local Office

The Karen Kennedy motion to send 2 more to the AFL Winter School was carried. There was a motion to send the 2 alternates elected at the October meeting. The 4 delegates to the AFL school in February are: Larry Dionne, Laure Lucyk, Cori Longo and Yvette Brusseau.

The Executive motion to request Life Time Memberships for Brothers Doug Elves and Arsenio Alfonso was carried.

Notice of Motion by Sister Jean Endruschat regarding benefits for Full Time Officers (see page 12 for details).

Motion to have an annual shift bid in each section of the EMPP unless there has been a shift bid that took effect in that section since March 1 of that year, was carried.

WHY A UNION

I find it is always a good idea to do checks and balances of our systems, our social and political structures, our ideologies and our beliefs, globalization, just to name a few but more close to home our day to day lives at **work**. I would first like to talk about our Union in the context of work.

We all care about our work life - after all we spend more than half of our waking hours at work and we all work for that paycheck at the end of the day. Lets imagine for a moment that we did not have the Union as our bargaining agent and it was left up to the CPC management to decide our wages and wage structure, our benefits, our health and safety concerns, harassment and human rights issues, injuries, vacation, sick and other leaves, favoritism, the list can go on and on. I think we all know the answers - the wages would be struck down, raises based on performance and favoritism, equal pay for equal work would be history. We think harassment is bad now with discipline and suspensions, without the union what would stop them from firing the workers and not be answerable to anyone. The union gives us our blue book, our Collective Agreement which restricts the employer from taking actions without consulting with the Union, it gives workers rights to decent working conditions. It spells out our benefits and sets procedures for workers to grieve the employer and make the employer answerable if the CA has been violated.

Our Union also has had many victories over the years. J.C.Parrot's book "My Union My Life" lists all the gains our Union made since 1965. We were pioneers of the now widely used maternity leave. A right that was won during the 1981 strike. More rights for part time employees - wages equal to full time employees and pension benefits were all fought for and won. Our Union was also one of the first to recognize same sex unions and the language is reflected in the CA where the benefits can be passed on to the spouse or partner, regardless of the gender.

Is the Union good for anything else besides work? After all we have all kinds of committees and people are always getting elected - what are they good for? All these are fair questions. So far we had to fight for everything that we got, nothing was handed down to us by the goodness of Canada Post. So we know that the Union is there working for the workers **not** against them. But there is also another aspect to the Union. Our Union works not **just** for the Canada Post workers - it is part of a **labour movement** as a whole. This is where we would have to look closely at our other book called the **National Constitution**. The Constitution is the soul of the Union. To understand this one must read the preamble to the National Policies. These policies tell us what the Union stands for as a whole. What kind of social changes it supports and what it condemns. Its commitments to human rights and most of all its solidarity with workers of the world.

So when I ask myself Why A Union? I am convinced that without one, Canada Post would be a pretty rough place to work in. The Struggle Continues....

In Solidarity,

Asma Burney
Chief Shop Steward - Lettermail



Wright On!

Ruminations of a Tortured Artist Wannabe

As I sit here 10 hours before a noon deadline, I am reminded what a fleeting thing time is. One of several thoughts occur to me, such as “Why didn’t I start this darn article sooner?” Am I some kind of masochistic glutton for punishment? Does a looming deadline inspire one’s creative juices to start flowing? Or is it a sign that I’m nothing but a lazy slob who...

No, that can’t be it. Just ask anyone who knows me. They’ll tell you I’m a human dynamo who leads a rich, full frantic lifestyle. Virtually every moment of my day is chock full of activity and this allows precious little time for things such as writing for this publication. But I do it anyway. Why? For the money of course! Okay, so they don’t actually pay me. But I do get the occasional ‘attaboy’ from my fellow detainees, er workers. And that’s enough for me. But still it would be nice if...

He laid down his pen and paper and got another refill of milk and cookies. It was 2:15am and he was facing another crushing deadline. He had had another busy day, one in which every moment was spoken for. After watching The View and Ellen earlier that day, he then retired to the reading room (bedroom) where he read both daily papers, then had a shower (bath), got dressed and dashed off to work. He got home shortly after midnight, watched “Boston Legal” on tape then, feeling tired, he decided to call it a day. When suddenly...

“OMIGOD! Tomorrow’s THE DEADLINE FOR THE INSIDEOUT ARTICLE! No, TO-DAY’S the deadline for the InsideOut Article!”

Which brings us to the present (2:15am). All jibber-jabber aside, here now is the story of Louie and Lucy, the lucky letter carriers. Louie and Lucy were lucky because they were the letter carriers to the stars. Working out of the Beverly Hills post office, they had the kind of job the rest of us could only dream about. As usual they got together at the end of their shift and swapped tales of the days adventures.

“Bettee Wite whacked me with her cane because she felt I was deliberately taking my time,” said Louie.

“Oh yeah? Paires Hilltin’s dog bit my finger and then peed on my leg,” said Lucy.

Stay tuned for these and other stunning developments in publications yet to come.

By Mike “finally I can go to bed” Wright



Inside Out Deadline

February Issue

Friday, Jan. 9th, noon

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

**Don’t forget to contact the union office
with your new address and phone number.**

December 2008

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|-----------|-----------|-----------|------------|------------|-----------|------------|
| | 1 | 2 | 3* | 4 | 5 | 6* |
| 7* | 8 | 9 | 10* | 11 | 12 | 13* |
| 14 | 15 | 16 | 17 | 18* | 19 | 20* |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

December Events

- Dec.3...Route Measurement committee
- Dec.6:National Day of Remembrance\Action
- Dec.7...noon GMM
- Dec.10...Retirees 10 to 11:30am
- Dec.13...Retirement Course
- Dec.18...executive 1pm
- Dec.20...Women's Comm. Seasonal Event 11am

SEASONS GREETINGS

January 2009

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|-----------|-----------|------------|------------|------------|-----------|-----------|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9* | 10 |
| 11 | 12 | 13* | 14* | 15* | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

January Events

- *No GMM in January**
- Jan.9...InsideOut deadline noon
- Jan.13..InsideOut Committee 4pm to 6pm
- Jan.14..Women's 6pm to 8
- Jan.15..Exec. 1pm
- Jan.24...RSMC 10am
- Jan.30...EMPP Shop Stewards

**UPCE Picket Line
EMPP
Nov. 18, 2008**



By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

| | | | |
|-----------------------|-------|------------------------------|-------|
| Trees Saved | 1 | Landfill lbs | 115 |
| Wood Reduced lbs | 737 | Net Greenhouse Emissions lbs | 223 |
| Water Reduced Gallons | 1,083 | Energy BTU (000) | 1,466 |

Above information is based on use of the following products:
2500 sheets of 23x35 **Enviro 100** 50 lb. Offset
Data research provided by Environmental Defence



THE STRUGGLE CONTINUES.....